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Dr. P. N. PANDE

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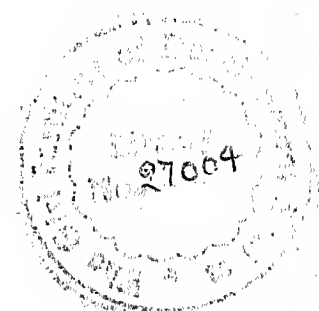
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PARTICIPATION IN UTTAR PRADESH

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DR. P.N. PANDE*

Participation of women in socio-economic activities is prevalent in all the countries. Women have been working in each and every society of the world since the beginning of human civilization. Their contribution to a nation's development is immense. Women contribute a significant portion in the labour force and are increasingly joining the labour market. However, this capacity of female population has been largely ignored over the years and this has resulted the poor economic position and low status of women. The contribution of women to the national economies of many developing countries has largely been ignored in economic measurement. All societies assign roles on the basis of gender, sex as a principle of social organisation is found throughout the evolutionary spectrum of human societies that ranges from the hunting - gathering communities to the industrial nations.

Women's contribution to the economy is in principle not different than men's. In practice, however, the problem of valuation, measurement and policy inference are more complex. Historically, the women were considered a liability, while men were considered an asset. The age-old pattern of discrimination has made women subordinate to men in most of the countries. Restricted social customs, religious practices and deprived of educational opportunities and avenues for gainful employment, women are economically dependent and socially exploited. Poverty, in fact, is one of the aspects of their deprived condition. Low earning, lower wage, low level of skill, dearth of entrepreneurship, limited access to the factor of production, low literacy, ignorance, malnutrition, poor standard of health and lack of awareness are some of the other dimensions of their low status.

The United Nations Decade for Women (1975-85) gave new impetus to study and recognise women's role in economic development. The need of women's participation in economic development process is widely accepted by the planners and policy makers. Women's inferior position is usually seen as a result of their performance of a less specialised and, therefore, less productive role in society. As a consequence of exploitative nature of the male dominated society, women are not able to play their role effectively. It is argued that women consume less than what they directly and indirectly contribute to the production process. The question of women's contribution acquires more importance

because women contribute sometimes more than men, particularly when we consider their contribution in kind. The discrimination in educational and employment opportunities against women is perhaps the root cause of their low status in the society. The existing sex-wise educational imbalance and earmarking of women specific jobs have undervalued women's contribution to economic development and their role in social harmony. Women are always exploited, discriminated and not encouraged to play their role and effective participation. The success of all programmes aiming at to allow women to play their proper role in economic development would depend on increasing women's participation in order to change thinking at policy-making levels to increase women's self-reliance and determination for playing a more active role in the development process. In fact, a majority of women, particularly in rural areas in developing countries do not seek employment but available for work if avenues for employment for female labour can be organised.

As a large proportion of the female population is engaged in non-income earning household activities women are often considered wrongly as unproductive and their substantial amount of labour force remains invisible and thus their contributions to the national well-being remain submerged in the routine work of daily life and their home maker job is seldom compensated. The UN Report of the State of World's Women (1985) revealed that women do almost all the

world's domestic work together with outside work and most women work a double day. Women form one-third of world's official labour force, but are concentrated in lowest paid occupations and are vulnerable to unemployment. The major cause of women's inequality is their domestic role. The domestic role is vital to the well-being of society which consumes half of their time and energy, but is undervalued. It is estimated that unpaid house work done by women in industrialised countries contributes between 25 to 40 per cent of the Gross National Product. The social system is 'triple unjust' to women. It is unjust because women around the world end up working twice as many hours as men, it is unjust because they are not paid for these hours of work and the third unjust is that domestic work is considered as not being real work. Various studies on women highlight the fact while women have to work for the sheer survival of their families, their involvement however is recognised as casual, supplementary and supporting type. The main objective of this paper is study the characteristic features of female work participation in the state of Uttar Pradesh. The study is based on the 1991 census reports.

PATTERN IN THE GROWTH RATE OF POPULATION AND WORKERS:

Uttar Pradesh holds the first rank in population among all the states and Union Territories. According to 1991 census, the population of the state was 139112287 consisting

of 74036957 males and 65075330 females. The state constitutes about 16.44 per cent population in the country. The population of Uttar Pradesh in 1901 was 486 lakhs, by 1951 the figure rose to 632 lakhs and by 1991, the population further increased to 1391 lakhs. The growth pattern of population in the state reveals that upto 1971 the growth rate of population has been lower than the national average. However, the last two censuses found the growth of population at a slightly higher rate in U.P. than the country as a whole. In Uttar Pradesh, there has been negative growth rate of population between 1901 to 1921. Similarly, at the national level, the decade of 1911-1921 witnessed a negative growth rate of population. Data presented in table-1 shows the decadal growth of population and its trend in Uttar Pradesh as well as at the national level.

TABLE 1 : DECENNIAL GROWTH RATE OF POPULATION SINCE 1901

YEAR	POPULATION (LAKHS)		DECADAL GROWTH (PERCENTAGES)	
	U.P.	INDIA	U.P.	INDIA
1901	486	2384		
1911	482	2521	- 0.82	+ 5.75
1921	467	2513	- 3.11	- 0.32
1931	498	2790	+ 6.64	+11.02
1941	565	3187	+13.45	+14.22
1951	632	3611	+11.86	+13.30
1961	738	4392	+16.77	+21.63
1971	883	5482	+19.65	+24.82
1981	1109	6852	+25.59	+24.64
1991	1391	8463	+25.43	+23.85

Source : Census of India, 1971, 1981 and 1991.

Although, the population of U.P. has grown over the years, the number of workers (main) in the state has shown a fluctuating trend. The growth of workers from 1951 to 1991 presented in table-2 reveals that firstly it increased by 21 lakhs between 1951 to 1961, then fell down by 14 lakhs between 1961 to 1971. Since 1971, the number of workers have shown increasing trend and it increased at a rate of about 2.56 per cent per annum in the last two decades. Sex-wise differentials are noted in the trend of growth in workers number over a period of time. A significant variation is observed as far as the ratio of workers and their growth is concerned between male and female population. Though women are participating in all the sectors of economy. But their participation ratio is comparatively lower than their male counterparts. There are some social and cultural barriers before women which prevent them to participate in economic activities. When we analyse the data regarding the workers and their growth since 1951 census, it is found that the number of workers in U.P. was 195 lakhs in 1951 which rose 246 in 1971, registered an increase of 26.15 per cent. However, this increase was substantial between 1971 and 1991 which witnessed a decadal growth rate of 48.37 per cent. The number of female workers in U.P. was 73 lakhs in 1951. After two decades, it fell at a rate of 61.64 per cent in two decades and reached 28 lakhs in 1971. The number of female workers in the state rose 71 per cent in the last two decades (1971-1991). As far as participation rate of workers is

TABLE 2 : GROWTH OF WORKERS IN UTTAR PRADESH (1951-1991)

YEAR	NO. OF WORKERS IN LAKHS			PERCENTAGE OF POPULATION		
	Persons	Male	Female	Persons	Male	Female
1951	268	195	73	42	60	24
1961	289	225	64	39	58	18
1971	273	246	28	31	52	7
1981	324	295	29	29	50	5
1991	413	365	48	30	49	7

Source : Census of India and Statistical Diary, Uttar Pradesh.
Economic and Statistical Department, State Planning
Institute, Uttar Pradesh, 1994

concerned it is found that 42 per cent population was categories as workers (main) in the total population in 1951 census. However the population which was counted as workers was 30 per cent in 1991. Sex-wise ratios of workers have shown a marked variations. The ratio of workers among male population was 60 per cent in 1951, where as this figure was 24 per cent among females. In 1991 census, the ratio of workers was 49 per cent among male population and 7 per cent among female population.

DISPARITY IN PARTICIPATION RATE AMONG FEMALES IN
RURAL AND URBAN AREA:

The work participation rates among female population have shown marked variations in different districts of Uttar Pradesh state. The female participation rates in the case of main workers range from 45.00 per cent in the Hill district of U.P. (which is nearly 6.04 times the state average of 7.45 per cent) to a nominal percentage of 1.10 in Mainpuri district in Western economic region. The state's average of 7.45 per cent is indeed very low. It is noted that in U.P., the percentage of male participation in economic activity is much higher (49.31) than the female participation rate (7.45). This shows that the male participation is nearly 6.6 times that of female participation rate. Among the female population, differentials are observed in their participation rates between rural and urban areas. For the state as a whole it is seen from table-3 that the rate of rural female participation is more than the rate of urban female participation. According to 1991 census, the work participation rate among females is 8.36 per cent in rural area of U.P. while this figure is 3.75 per cent in urban area. The state's ratio urban to rural participation is 1:2.3. However, it is noticed that in 18 out of the 63 districts, the urban female participation rate is greater than rural participation ratio. For more than half the districts, female work participation is greater in rural than in urban area. The reason for this difference could be that

TABLE 3 : DISTRICT-WISE RURAL-URBAN FEMALE PARTICIPATION RATES, 1971

	DISTRICT	TOTAL	RURAL	URBAN
1.	Uttarkashi	45.00	47.16	11.82
2.	Chamoli	39.83	44.46	17.56
3.	Tehri Garhwal	36.38	37.58	7.49
4.	Dehradun	10.80	15.43	6.12
5.	Garhwal	23.65	25.48	6.34
6.	Pithoragarh	36.49	38.27	11.10
7.	Almora	38.71	40.24	10.86
8.	Nainital	11.97	15.77	4.04
9.	Bijnor	2.11	2.12	2.10
10.	Moradabad	2.37	2.01	3.31
11.	Rampur	2.35	1.96	3.40
12.	Saharanpur	2.45	2.47	2.38
13.	Hardwar	2.92	2.57	3.70
14.	Muzaffarnagar	5.42	6.10	3.37
15.	Meerut	3.93	4.38	3.18
16.	Ghaziabad	2.80	2.29	3.40
17.	Bulandshahr	2.73	2.79	2.51
18.	Aligarh	3.02	3.01	3.08
19.	Mathura	3.26	3.27	3.21
20.	Agra	2.25	1.85	2.82
21.	Firozabad	1.55	1.18	2.57
22.	Etah	1.72	1.57	2.49
23.	Mainpuri	1.10	0.96	2.04

Table 3 Contd..

	DISTRICT	TOTAL	RURAL	URBAN
24.	Budaun	1.58	1.46	2.11
25.	Bareilly	1.40	0.96	2.27
26.	Pilibhit	1.80	1.65	2.49
27.	Shahjahanpur	1.36	1.16	2.10
28.	Kheri	2.35	2.23	2.50
29.	Sitapur	2.94	2.91	3.15
30.	Hardoi	2.97	2.98	2.90
31.	Unnao	5.96	6.38	3.30
32.	Lucknow	5.90	7.70	4.84
33.	Rae Bareli	11.07	11.75	3.93
34.	Farrukhabad	2.85	2.14	5.87
35.	Etawah	1.58	1.39	2.58
36.	Kanpur Dehat	4.31	4.38	3.24
37.	Kanpur Nagar	2.86	4.51	2.55
38.	Jalaun	6.24	7.10	3.25
39.	Jhansi	9.21	11.52	5.76
40.	Lalitpur	9.70	10.33	5.90
41.	Hamirpur	12.14	13.34	6.50
42.	Banda	17.71	19.39	6.27
43.	Fatehpur	11.41	12.18	4.34
44.	Pratapgarh	12.52	12.95	4.71
45.	Allahabad	14.40	16.81	4.79
46.	Bahraich	5.12	5.28	3.29

Table 3 Contd..

	DISTRICT	TOTAL	RURAL	URBAN
47.	Gonda	8.84	9.27	3.51
48.	Barabanki	8.97	9.27	6.10
49.	Faizabad	8.83	9.40	4.33
50.	Sultanpur	8.94	9.14	4.51
51.	Siddharthnagar	11.35	11.64	3.13
52.	Maharajganj	14.79	15.31	4.71
53.	Basti	8.29	8.53	4.48
54.	Gorakhpur	8.44	9.47	3.73
55.	Deoria	10.98	9.15	3.62
56.	Mau	8.37	11.03	11.38
57.	Azamgarh	8.48	8.63	6.43
58.	Jaunpur	8.16	8.46	3.81
59.	Ballia	9.13	9.64	4.33
60.	Ghazipur	9.55	9.96	4.18
61.	Varanasi	9.58	11.33	4.75
62.	Mirzapur	13.43	14.77	4.95
63.	Sonbhadra	21.21	23.75	2.85
	U.P.	7.45	8.36	3.75

Source : Census of India 1991, Series 1, Part II - B. (i),
Vol.I, Primary Census Abstract, General Population.

in the rural set up female workers work with ease as their job is closer to home. In addition, as the female workers normally lack skill and training they are able to do simple jobs in agriculture which normally does not require much training.

District-wise data on work participation rates among females give a widely varied picture. The work participation rate is highest 45.00 per cent in district Uttarkashi, while in district like Mainpuri about 1.10 per cent females are recorded as workers. In Uttar Pradesh, the number of districts are 33 where the female participation rate is greater than the state average. In the rural area, the female participation rate is highest 47.46 per cent in district Uttarkashi and it is recorded lowest 0.96 per cent in district Bareilly and Mainpuri. The number of districts is 33 in the state where the female work participation rate in rural area is greater than the state average. As far as the urban area is concerned, the female participation rate is highest 17.50 per cent in Chamoli district and lowest 2.04 per cent in district Mainpuri. However, in 30 out of 63 districts in U.P. the participation rate of female in urban area is greater than the state average.

INTER-REGIONAL DIFFERENCES IN
FEMALE WORK PARTICIPATION:

Differentials are also found in the female participation rates in different regions of the state. Table-4 indicates that taking the state as a whole, the Hill region of the state has the maximum female workers (25.62%) followed by Bundelkhand region (11.72%). The relative high proportion of females in workforce in the Hill region, however, does not indicate better life of females. On the contrary, it only depicts their servitude to the hard economic life of their habitate. Women in general are engaged in low productivity activities. The female work participation rate is highest in the Hill region in rural as well as in urban area. The second possible reason for high participation rate among females could be that the male population migrates to the plains to seek jobs which leaves the feminine population to take on responsibilities in agriculture. On the other hand, the Western region of the state has the lowest female participation rate of 2.53 per cent followed by Central region (5.46%). In case of male participation rate, it is noticed from Table 4 that their work participation rates is highest 51.57 per cent in Central region followed by Bundelkhand region (50.33%). Where as the Hill region has the lowest male participation rate of 46.61 per cent. However, it is noticed that in urban area, the work participation among males as well as females is highest.

in Hill region. It emerges from the analysis of region-wise data on work participation rates that the regions which are economically poor have the higher female work participation rates.

TABLE 4 : REGION-WISE MALE AND FEMALE WORK PARTICIPATION RATIO ACCORDING TO RURAL AND URBAN CLASSIFICATION IN U.P., 1991

REGION	SEX	TOTAL	RURAL	URBAN
1. Hill Region	F	25.62	30.44	18.42
	M	46.61	45.58	49.93
2. Western Region	F	2.53	2.36	3.72
	M	50.05	51.02	47.29
3. Central Region	F	6.07	6.20	3.65
	M	51.57	53.22	45.90
4. Bundelkhand Region	F	11.72	13.41	5.51
	M	50.33	51.77	44.97
5. Eastern Region	F	10.10	10.77	4.08
	M	47.44	49.75	43.42

Source : Computed from Census of India, 1991

REGION-WISE VARIATIONS IN MAIN WORKERS,
MARGINAL WORKERS AND NON-WORKERS

Main workers are those who were engaged for at least 6 months or 183 days in the preceding year, whereas marginal workers are those engaged for less than 6 months. The main workers are divided into 4 broad categories; viz., (i) cultivators; (ii) agricultural labourers (iii) household industry workers; and (iv) other workers.

A cultivator is a single or family worker engaged on land owned. An agricultural labourers is one who works on another's land for wages in money, kind or share. A household industry is an industry headed by the head of household or members of the household at home. Workers involved in other economic activities are grouped under 'other worker'.

Table 5 highlights the regionwise distribution of population as main workers, marginal workers and non-workers. As we have already noticed that female main workers are maximum in districts which are mostly in the Hill region. Under the category of marginal workers, the census data indicate that only 4.87 per cent female population in the state is as marginal workers though it is more than 16 times greater than the percentage of male workers (0.36) in this category. Regionwise data indicate that the percentage of marginal workers among females is highest 12.91 in Bundelkhand region followed by 9.57 in Hill region. Western region has the lowest female marginal workers (2.80%). As far as the proportion of Marginal workers in male population is concerned, it is highest in Hill region where about 1.72 per cent of the male population are counted as marginal workers. Central region has lowest 0.23 per cent marginal workers in male population. The percentage of non-workers in female population is highest (94.67) in Western region followed by Central region (90.68). Non-workers in female population are constituted by 64.81 per cent in Hill region which is lowest among all the regions in the state.

TABLE 5 : PERCENTAGE DISTRIBUTION OF POPULATION AS MAIN WORKERS, MARGINAL WORKERS AND NON-WORKERS IN DIFFERENT REGIONS OF THE STATE, 1991

REGION	Percentage Distribution							
	Total Population		Main workers		Marginal workers		Non-workers	
	Male	Female	Male	Female	Male	Female	Male	Female
1. Hill	3031841	2894305	46.61	25.62	1.72	9.57	51.67	64.81
2. Western	26913737	22633084	50.05	2.53	0.23	2.80	49.72	94.67
3. Central	14590105	12576893	51.57	6.07	0.17	3.25	48.26	90.68
4. Bundel- khand	3645658	3084090	50.33	11.72	0.58	12.91	49.09	75.37
5. Eastern	25855616	23886958	47.44	10.10	0.42	6.07	52.14	83.83
UTTAR PRADESH	74036957	65075330	49.31	7.45	0.36	4.87	50.33	87.68

Source : Census of India, 1991

VARIATION IN FEMALE PARTICIPATION RATES
AS MAIN WORKERS, MARGINAL WORKERS AND
NON-WORKERS:

Table-6 gives the list of few districts which have maximum and minimum percentage of main workers, marginal workers and non-workers in the male and female population of Uttar Pradesh. The high percentage of female main workers are noticed in district Uttarkashi (45.00), chamoli (39.83), Almora (38.71), Tehri Garhwal (36.38) and Garhwal (23.65).

TABLE 6 : FIRST FIVE MAXIMUM PER CENT DISTRIBUTION OF POPULATION OF EACH SEX INTO MAIN WORKERS, MARGINAL WORKERS, AND NON-WORKERS IN DIFFERENT DISTRICTS IN U.P. - 1991

Districts Having maximum Percentage of Work Participation		Category of Population (%)	Districts having Minimum Percentage of Work Participation	
<u>FEMALES:</u>		MAIN WORKERS : State Average		
1. Uttarkashi	(45.00)	7.45	1. Mainpuri	(1.10)
2. Chamoli	(39.83)		2. Shahjahanpur	(1.36)
3. Almora	(38.71)		3. Bareilly	(1.40)
4. Tehri Garhwal	(36.38)		4. Firozabad	(1.55)
5. Garhwal	(23.65)		5. Budaun	(1.58)
<u>MALES:</u>				
1. Baharaich	(56.40)	49.31	1. Garhwal	(40.67)
2. Kheri	(55.39)		2. Almora	(41.85)
3. Barabanki	(55.23)		3. Jaunpur	(42.66)
4. Shahjahanpur	(55.09)		4. Tehri Garhwal	(42.99)
5. Budaun	(54.03)		5. Ballia	(43.32)
<u>FEMALES:</u>		MARGINAL WORKERS: State Average		
1. Lalitpur	(19.16)	4.87	1. Kanpur Nagar	(0.01)
2. Banda	(14.73)		2. Etawah	(0.17)
3. Hamirpur	(14.21)		3. Kanpur Dehat	(0.40)
4. Garhwal	(13.34)		4. Firozabad	(0.44)
5. Pithoragarh	(12.97)		5. Shahjahanpur	(0.53)
<u>MALES:</u>				
1. Almora	(2.51)	0.36	1. Kanpur Nagar	(0.01)
2. Nainital	(2.43)		2. Etawah	(0.02)
3. Pithoragarh	(2.07)		3. Firozabad	(0.06)
4. Tehri Garhwal	(1.38)		4. Shahjahanpur	(0.08)
5. Garhwal	(1.37)		5. Hardwar	(0.11)

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Table 6 Contd..

Districts Having maximum Percentage of Work Parti- cipation	Category of Population (%)	Districts having Minimum Percentage of Work Parti- cipation
<div> <div>FEMALES:</div> <div>NON-WORKERS: State Average</div> </div>		
1. Etawah (98.25)	87.68	1. Almora (50.41)
2. Main Puri (98.13)		2. Pithoragarh (50.54)
3. Shahjahanpur (98.11)		3. Uttarkashi (50.79)
4. Firozabad (98.00)		4. Banda (67.55)
5. Bareilly (97.77)		5. Lalitpur (71.14)
<div> <div>MALES:</div> </div>		
1. Garhwal (57.96)	50.32	1. Bahraich (43.10)
2. Jaunpur (57.02)		2. Kheri (44.53)
3. Ballia (56.36)		3. Barbanki (44.57)
4. Ghazipur (56.02)		4. Shahjahanpur (44.84)
5. Almora (55.64)		5. Gonda (45.49)

Source: Compiled from Census of India, 1991, Primary Census Abstract, Series 1, Part II - B (i) Vol.I, General Population.

On the other hand the five districts with very low female participation (mainworkers) are Mainpuri (1.10), Shahjahanpur (1.36), Bareilly (1.40), Firozabad (1.55) and Budaun (1.58), all forming a compact block and comprise a part of the Western region of the state. It is interesting to note that the percentage of female participation in district Uttarkashi (45.00) is about 41 times that of the percentage of female participation in district Mainpuri. This highlights that there exists great variation within the state as far as

female participation in main work is concerned. The variation in the work participation rate in male population is not of a such magnitude as it exhibits in the case of female population. The rate of male main workers is highest (56.40%) in district Baharaich where as it is lowest (40.67%) in the district Garhwal.

As far as marginal workers are concerned, it is evident from table-6 that 4.87 per cent females in the state are accounted in this category. District Lalitpur ranks first in this category, having 19.16 per cent of feminine population working as marginal workers. This district is followed by district Banda (14.73), Hamirpur (14.21), Garhwal (13.34) and Pithoragad (12.97). On the other extreme Kanpur Nagar has lowest female participation as marginal workers with only 0.01 per cent of the female population is working in this category. The other districts which have minimum per cent of female population as marginal workers are Etawah (0.17), Kanpur Dehat (0.40), Firozabad (0.44) and Shahjahanpur (0.53). In the case of male population, the participation rate as marginal workers is maximum in the districts of Hill region and district Almora ranks first having highest rate of male marginal workers in the state. On the other hand, district Kanpur Nagar has lowest rate (0.01%) of marginal workers in male population. The other districts with insignificant percentages are Etawah (0.02), Firozabad (0.06), Shahjahanpur (0.08) and Hardwar (0.11).

Taking the proportion of non-workers in feminine population, it is noticed from table-6 that the state's average is 87.68 per cent. The district with maximum percentage of female non-workers is Etawah (98.25) followed by others which also belong to Western region viz., Mainpuri (98.13), Shahjahanpur (98.11) Firozabad (98.00) and Bareilly (97.77). On the other extreme, district Almora has the minimum percentage of female non-workers (50.41) which is slightly less than half the percentage of Etawah district. Other Hill districts are very close to Almora as far as minimum percentage of female non-workers is concerned.

VARIATIONS IN FEMALE PARTICIPATION RATES
AMONG DIFFERENT CATEGORIES OF WORK:

The main workers have further been sub-divided. Few maximum and minimum percentage of female and male work participation in the different sub-categories of main workers are given in Table-7. Taking the group of cultivators it is seen that 48.18 per cent of the female main workers are engaged as cultivators in U.P. Maximum percentage of cultivators are found in district Tehri Garhwal (97.40). The other districts with high percentage of female cultivators are in the Hill region. This confirms that the agriculture in Hill region is basically a job of women as the large numbers of male members tend to migrate from that region. On the other hand, Kanpur Nagar has the minimum percentage of

Table-7 : SEX-WISE FIRST FEW MAXIMUM AND MINIMUM PER CENT OF WORKERS IN DIFFERENT OCCUPATIONS IN DISTRICTS OF UTTAR PRADESH, 1991.

OCCUPATION	Sex	Per-centage of Main workers: State Average	NAME OF THE DISTRICTS	
			Having Maximum Per-centage of workers	Having Minimum Per-centage of workers
1. CULTIVATORS	Females	48.18	Tehri Garhwal (97.40)	Kanpur Nagar (10.23)
			Almora (96.48)	Hardwar (11.26)
			Uttarkashi (96.09)	Saharanpur (14.21)
			Chamoli (95.52)	Farrukhabad (14.37)
			Pithoragarh (95.02)	Ghaziabad (15.60)
	Males	53.94	Hardoi (74.83)	Kanpur Nagar (10.42)
			Kheri (74.28)	Dehradun (17.48)
			Baharaich (74.20)	Ghaziabad (26.39)
			Budaun (74.10)	Hardwar (29.10)
			Gonda (73.55)	Lucknow (30.08)
	Females	35.82	Kanpur Dehat (51.37)	Tehri Garhwal (0.39)
			Muzaffarnagar (46.51)	Pithoragarh (0.44)
			Raebareli (44.97)	Chamoli (0.49)
			Saharanpur (40.20)	Almora (0.64)
			Rampur (39.98)	Uttarkashi (0.79)
	Males	16.70	Saharanpur (30.88)	Pithoragarh (1.02)
			Bijnor (30.05)	Chamoli (1.14)
			Ballia (30.17)	Tehri Garhwal (1.21)
			Muzaffarnagar (29.35)	Almora (1.56)
			Hardwar (26.57)	Uttarkashi (1.75)
3. HOUSEHOLD INDUSTRIES	Females	3.55	Bijnor (21.55)	Tehri Garhwal (0.04)
			Mau (18.24)	Jalaun (0.17)
			Moradabad (15.44)	Garhwal (0.20)
			Farrukhabad (14.43)	Maharajganj (0.39)
			Agra (11.59)	Uttarkashi (0.40)
	Males	2.26	Varanasi (15.28)	Gonda (0.50)
			Mau (11.75)	Kanpur Dehat (0.52)
			Mirzapur (9.43)	Kanpur Nagar (0.56)
			Azamgarh (9.27)	Baharaich (0.56)
			Allahabad (3.15)	

Table 7 Contd...

OCCUPATION	Sex	Per-centage of Main workers: State Average	NAME OF THE DISTRICTS	
			Having Maximum Per-centage workers	Having Minimum Per-centage of workers
4. OTHER WORKERS	Females	12.45	Ghaziabad (64.18)	Tehri Gahwal (2.17)
			Bareilly (60.23)	Chamoli (2.56)
			Farrukhabad (58.49)	Almora (2.64)
			Firozabad (56.79)	Uttarkashi (2.72)
			Hardwar (55.51)	Pithoragarh (2.93)
	Males	27.10	Kanpur Nagar (83.33)	Siddharthnagar (9.26)
			Dehradun (72.45)	Keri (11.79)
			Ghaziabad (58.95)	Baharaich (11.83)
			Garhwal (54.32)	Maharajganj (12.18)
				Gonda (12.45)

Source : Census of India, 1991.

female cultivators (10.23) followed by Hardwar (11.26), Saharanpur (14.21), Farrukhabad (14.37) and Ghaziabad (15.60).

In the case of agricultural labourers among female main workes, variation in individual districts is of great significance. The state average is 35.82 per cent. In district like Kanpur Dehat about 51.37 per cent of the female workers are working as agricultural labourers. This percentage is nearly 132 times that of the percentage of female agriculture labourers (0.39) in Tehri Garhwal. The othe districts with high percentage of female agricultural

labourers are Muzaffar Nagar (46.51), Raebareilly (44.97), Saharanpur (40.20) and Rampur (39.98). Districts, where the percentage of main workers working as agricultural labourers are minimum, are Pithoragarh (0.44), Chamoli (0.49), Almora (0.64) and Uttarkashi (0.79). The land holdings are small in size in the hill region which have little scope to absorb workers from outside. The family workers are sufficient to do all the agriculture operations.

The household industries in Uttar Pradesh are not developed as a result very small proportion of main workers are engaged in this sector. It is noted that the state average of female main workers engaged in such industries is 3.55 per cent. District Bijnor has the highest percentage of female main workers in Household Industry (21.55) which is more than 6 times the state average. The other districts with high percentage of female main workers participating in Household Industries are Mau (18.24), Moradabad (15.44), Farrukhabad (14.43), and Agra (11.59). The districts, where the percentages of female workers engaged in Household industries are insignificant include Tehri Garhwal (0.04), Jalaun (0.17), Garhwal (0.20), Maharaj Ganj (0.39) and Uttarkashi (0.40). Here it would be worthwhile to mention that the percentage of female main workers engaged in Household Industries were higher in 1981 than 1991. The state average was 5.21 per cent.

The main workers working in construction, trade and commerce, storage, transport, communication and other service sectors are categorised as 'other workers'. Female main workers in the category of 'other workers' is highest in district Ghaziabad (64.18), followed by Bareilly (60.23), Farrukhabad (56.79) and Hardwar (55.51). The state average of female main workers accounted as 'other workers' is 12.45 per cent. In the 8 districts of Uttar Pradesh, more than half the female main workers are engaged as other workers and the only probable explanation for this is that these districts have higher degree of urbanisation with many public undertakings and development of tertiary sector. On the other hand, the hill districts of Tehri Garhwal (2.17), Chamoli (2.56), Almora (2.64), Uttarkashi (2.72) and Pithoragarh (2.93), all have less than 3 per cent of their female main workers in this category. This low percentage in these district is due to the fact that in these Hill districts there is dearth of employment avenues in secondary and tertiary sectors of economy.

PATTERN OF FEMALE PARTICIPATION
BY INDUSTRIAL CATEGORY:

The contribution of women is still more in primary sector than the other two sectors of economy. A sizeable proportion of women workers are engaged in primary sector in the country as well as in Uttar Pradesh state. Table-8 gives

Table-8 : PERCENTAGE DISTRIBUTION OF MAIN WORKERS BY INDUSTRIAL CATEGORIES, 1991

INDUSTRIAL CATEGORIES	INDIA			UTTAR PRADESH		
	Total	Male	Female	Total	Male	Female
1. Cultivators	38.72	39.92	34.57	53.27	53.94	48.18
2. Agricultural Labourers	26.09	20.83	44.24	18.94	16.70	35.82
3. Livestock, Forestry, Fishing, etc.	2.11	2.13	2.06	0.72	0.74	0.51
4. Mining and Quarrying	0.61	0.69	0.33	0.08	0.09	0.06
SUB-TOTAL: PRIMARY SECTOR	67.53	63.57	81.20	73.01	71.47	84.57
5. Manufacturing, Processing, Services and Repairs:						
(a) Household Industry	2.38	2.05	3.50	2.41	2.26	3.55
(b) Other than Household Industry	7.65	8.76	3.82	5.35	5.72	2.45
6. Construction	1.94	2.31	0.66	1.23	1.36	0.31
SUB-TOTAL: SECONDARY SECTOR	11.97	13.12	7.98	8.99	9.34	6.31
7. Trade and Commerce	7.45	8.96	2.23	6.17	6.79	1.45
8. Transport, Storage and Communication	2.80	3.52	0.32	1.86	2.09	0.16
9. Other Services	10.25	10.94	8.27	9.97	10.31	7.51
SUB-TOTAL: TERTIARY SECTOR	20.50	23.42	10.82	18.00	19.19	9.12
TOTAL MAIN WORKERS	100.00	100.00	100.00	100.00	100.00	100.00

Source : Census of India, 1991, Series-1, Paper-3 of 1991

the occupational distribution of workers employed in different industrial categories. According to 1991 census about 84.57 per cent of the female main workers in Uttar Pradesh are engaged in primary sector where as the national average is 81.20 per cent. Though the percentage of female main workers employed as cultivators is comparatively higher in the U.P. the national average of female workers engaged as agricultural labourers is higher than the state average. The female main workers engaged in secondary sector constitute only 6.31 per cent in the state and this figure is lower than the national average (7.98).

The participation of women workers in tertiary sector is very low. Taking the state as a whole, the percentage of female main workers engaged in tertiary sector is 9.12 and the national average of female main workers employed in this sector is 10.82.

FEMALE PARTICIPATION RATES IN DIFFERENT STATES OF INDIA:

Data pertaining to female participation rates in different states of India presented in Table - 9 reveals a marked variation between highest and lowest female participation rates. State like Nagaland ranks first with 37.32 per cent female workers while Punjab ranks last with 2.79 per cent female workers. Uttar Pradesh being one of the states having low participation rates, has 7.45 per cent female workers (main workers) which is about 5 times lower

than the participation rate of female in Nagaland. The female work participation rates in 16 states/union territories are lower than the national average (15.93%). Although the female participation rates have marginally been increased over the decade 1981 and 1991 in many states, but in states like Nagaland, Arunachal Pradesh, Mizoram, Meghalaya and Sikkim, the rates have declined during the same period.

TABLE 9 : FEMALE WORK PARTICIPATION RATES IN DIFFERENT STATE AND UNION TERRITORIES

Rank in 1991	State/ Union Territories	FEMALE WORKERS (Percentage)		Rank in 1981
		1991	1981	
1	Nagaland	37.32	42.45	1
2	Arunachal Pradesh	35.56	40.50	2
3	Mizoram	33.95	39.46	6
4	Manipur	32.65	23.62	4
5	Dadra and N. Haveli	31.26	26.14	8
6	Meghalaya	30.67	34.57	5
7	Andhra Pradesh	30.05	24.16	7
8	Sikkim	28.63	41.28	3
9	Maharashtra	26.47	19.70	9
10	Tamil Nadu	25.13	15.09	10
11	Madhya Pradesh	22.82	18.65	11
12	Karnataka	22.73	18.95	12

Table 9 Contd..

Rank in 1991	State/ Union Territories	FEMALE WORKERS (Percentage)		Rank in 1981
		1991	1981	
13.	Himachal Pradesh	19.36	18.71	13
14	Goa	16.77	15.05	14
15	Ponichery	14.34	11.03	17
16	Gujarat	13.73	11.03	16
17	Rajasthan	13.07	9.32	19
18	Kerala	12.81	12.77	15
19.	Assam	12.57	-	-
20.	Orissa	12.10	10.70	18
21	Daman, Due	12.04	-	-
22.	Chandigarh	10.28	8.93	22
23	Tripura	10.14	8.95	21
24	Bihar	9.97	9.06	20
25	Andman Nicobar	8.03	5.07	28
26	West Bengal	7.96	5.87	25
27	Uttar Pradesh	7.45	5.39	27
28	Delhi	7.21	6.52	23
29	Haryana	6.01	4.69	29
30	Punjab	2.79	2.27	30

Source: (i) Census of India 1981, Series 1, India, Part-II - B (i) : Primary Census Abstract, General Population

(ii) Census of India 1991, Series 1, Part II - B(i) Vol.I, Primary Census Abstract, General Population

SUMMARY

Uttar Pradesh is one of the economically backward states in India. The work participation rate among women is very low in the state and most of the workers are engaged in low remunerative activities of primary sector. The study finds a wide variations of women participation rates within the state. The work participation rates among female population are comparatively higher in rural areas than in the urban areas. The study reveals that women in Hill region of the state are engaged in economic activities to a much larger extent than their counterparts elsewhere in the state. The economic factor could not be stated as a strong factor which influences the work participation rates. However, it is observed that the women participation rates are higher in those regions which are relatively economically backward. The non-economic factors, such as social set-up, traditional practice, cultural background, educational achievement and religious influence could be assigned for such inter-district and inter-regional differences in work participation rates among women.

In comparison to other states in India, Uttar Pradesh ranks extremely low as far as female work participation is concerned, with only Haryana, Punjab and Delhi behind her in

1991. Proper utilization of human resource in productive activities is the key factor for economic development and prosperity of a nation. Due to one reason or other, the human power in Uttar Pradesh is not being properly utilized. Dearth of employment opportunities is, perhaps, one of the root causes of low work participation among women.

International experience has proved that support for a stronger role for women in society contributes to economic growth through improved child survival rates, better family health, good education and reduced fertility rates. The stronger role of women could be possible through enhancing women's participation in economic development. For a developing society, it is imperative for women power to be used effectively. To a great extent women empowerment could be possible through higher rate of work participation among women. Human resource development is essential to increase participation rate. The participation of women in economic activities could be increased to a considerable extent by providing them vocational training in various fields, like, tailoring, embroidery, knitting, weaving, painting, kitchen gardening, dairying, bee-keeping, manufacturing of electronic items. Value-added items through horticulture, sericulture, mushroom growing, tea gardening and other such industries are suitable for women of rural areas which have high income and employment potential.